



Vancouver Film Studios

Setting the Stage for Green Production



2022 CORPORATE SOCIAL RESPONSIBILITY REPORT

POWERED BY



CONNECTED BY



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915 CO₂

TONNES OF CO₂
EMISSIONS OFFSET



50 LBS OF HONEY
HARVESTED



ELECTRIC GENERATORS



LEED GOLD BUILDING
CERTIFICATION
COMPLETION

\$33k

DONATIONS FROM
MGEE FUND

\$315k

ADDITIONAL DONATIONS TO
COMMUNITY PARTNERS

VancouverFilmStudios
3500 CORNETT ROAD



Vancouver Film Studios

F

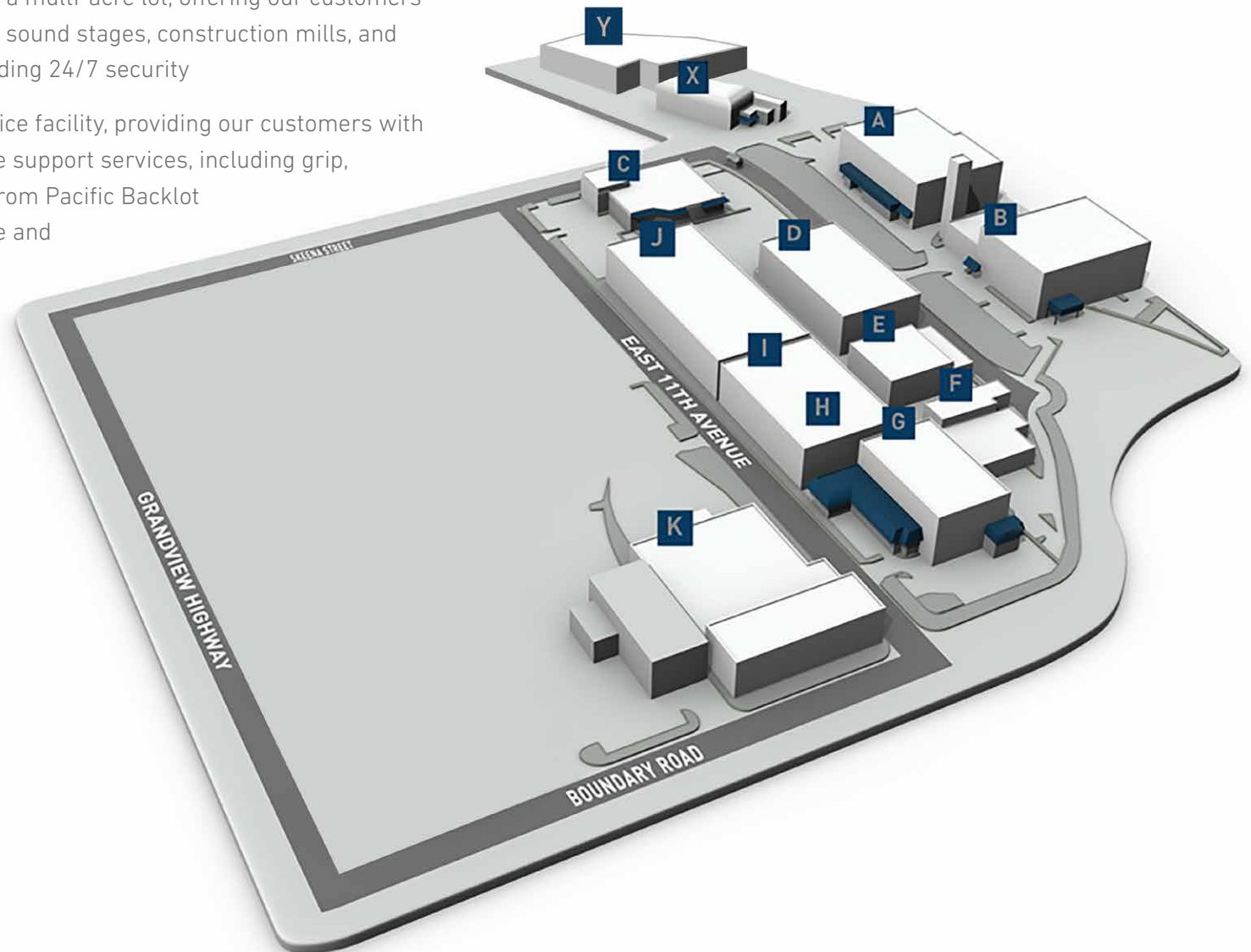
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VANCOUVER FILM STUDIOS – AT A GLANCE

Vancouver Film Studios (VFS) is a family-owned company, comprised of Vancouver Film Studios, Pacific Backlot Services, and Signal Systems.

- We are the only film studio physically located in the City of Vancouver, just 15 minutes from downtown and 25 minutes from the Vancouver International Airport
- We are located on a multi-acre lot, offering our customers 13 state of the art sound stages, construction mills, and office space providing 24/7 security
- We are a full-service facility, providing our customers with an array of on-site support services, including grip, lighting and lifts from Pacific Backlot Services, IT, phone and radio support from Signal Systems.



MESSAGE FROM THE PRESIDENT



“Think globally, act locally” is a phrase which has been used off and on for more than a century. Its enduring power lies in the profound message lying behind such simple words.

With the breadth

of information available to everyone now about our world, it is easier than ever to think about the global implications of our actions; it is also possible to become overwhelmed by the difficulties the world and its population are experiencing on many, many levels, often leading to feelings of helplessness and sometimes hopelessness. The antidote is in the opportunity to take action in the immediate environment around us where we have more agency, autonomy, and connection, which can result in the opposite: feelings of progress, connection and hope.

The global film and television industry continues to grow leaving behind a large footprint on the lives of many and the planet itself. Fuel is the primary source of carbon emissions and with most productions being project based and somewhat unique, reduction plans and targets over time are difficult to establish. We are participating in important and coordinated efforts underway to address this issue, but of course they are slow procedurals and feel more like a Bergman feature than Fast and Furious 9.

Contributing to these larger issues is important, but the rewards of local action can be more immediate and gratifying. The Vancouver Film Studios Indigenous Film Bursary was launched this year: a group of employees gathered as a jury to review applications from new filmmakers with a wide range of projects and ideas, settling on *A Poem for My Future* by Kira Doxtator as our winner. We look forward to seeing the fruits of this initiative – and continuing on with it – but the impact has already been felt on us as a company rallying around the project.

Likewise, our brand-new pedestrian crosswalk which cuts across the main road at Vancouver Film Studios serves to remind us all of how we strive to embrace people from all walks of life on an equal footing: Vancouver Film Studios stands as a staunch supporter of LBGTQ2+ rights for all. Whatever small measure of benefit this new crosswalk results in, it is something we can look to as completed within a short period from conception. Thus, we find hope that other longer-term initiatives will also succeed, and the energy to carry on.

That is a good thing.

Pete Mitchell

Pete Mitchell,
President



ABOUT THIS REPORT

Change is inevitable. Growth is optional.

JOHN C. MAXWELL

We are proud to present our third annual CSR report. We continue the commitment of providing a transparent account of our social, environmental, and economic practices and to set a baseline from which we could monitor and gauge our progress. In 2022 we hoped to:

- Open the first LEED Gold Certified Stage and Offices in Canada
- Maintain our B Corp commitment and become integrated into the B Local Vancouver community
- Increase employee engagement on sustainability committee
- Lower carbon emissions thereby decreasing carbon offsets
- Award the first Vancouver Film Studios Indigenous Filmmakers Bursary
- Implement supplier Code of Conduct

So, we bet you're wondering how we did this year? Well, we had some successes and some setbacks. We did open the very first LEED Gold Certified stage and offices in Canada in June 2022. We continued to maintain our B Corp commitment and were able to connect with so many local B Corp organizations through various social events, and even held one on our lot!

We continued our work on the sustainability committee and even carried this work to our productions by offering meetings prior to their first day of shooting to make sure they are adhering not only to our sustainability guidelines but looking to how they can make their own. Sadly, we did not decrease our offsets, in fact they increased quite a bit. This is largely because of our Climate Smart Certification as we continue to try to make our reporting as accurate as it possibly can be. We now believe we have a more realistic base line moving forward which to base reductions off of. Additionally, we included forklift fuel usage in our company offsets and decided to also offset for all of our production's off the lot generator fuel consumption as well! This means that every time a production uses our generators around the city, we will be tracking that data to offset for that consumption on behalf of the production! We were so happy to be able to award the first ever Indigenous Filmmakers Bursary to Kira Doxtator and her project "A Film for My Future". We can't wait to see the finish product and launch this program again in 2023. We have yet to fully implement a supplier Code of Conduct. We're looking at not only how best to do so, but the elements of the code we think are most important and applicable across our incredibly varied suppliers.



OUR HISTORY TIMELINE



1987

McLean Group purchases Northstar International Studios at Grandview location

Let's Do This!

After stumbling into becoming studio owners, the concept to build a full service, multi-sound stage studio begins to develop

Signal Systems

In 2005, Signal Systems is created to provide communication services to VFS Customers

Premier Film & TV Studio

Now one of the premier film & TV studios in North America, VFS has 12 purpose sound stages and has hosted over 100 feature films and TV series



1980

The McLean Group

McLean Group begins acquiring an array of buildings and land at the corner of Boundary Rd & Grandview, Vancouver

1990

Studios Emerge

In somewhat of a happy accident, by 1990, 4 of the 15 buildings purchased are committed to the film & television business

2000

VFS is Born!

In 1999, building of the first new studio begins and Northstar is rebranded to **Vancouver Film Studios & Pacific Backlot** is established

2010

VFS Expands

Demand for space is large for Hollywood North and VFS builds 6 more multi-purpose sound stages

2020

New Stage

January we broke ground for new stage build

2021

B Corp

February Awarded B Corp certification

2022

New Stage

First LEED Gold Certified Stage in Canada is opened in June




Vancouver Film Studios
Canada's First Carbon Neutral Film Studios

Certified
(B)
Corporation
This company meets the highest standards of social and environmental impact

climatesmart certified2020
THE PACT
CLEANER
HEALTHIER
EQUITY
RESILIENT



BACKGROUND

Our creation story is an interesting one that began in the early 1980's with the McLean Family acquiring land in and around the current VFS site. In 1999 Vancouver Film Studios was created, quickly followed by Pacific Backlot Services that same year, and Signal Systems in 2005. In addition to Vancouver Film Studios, Pacific Backlot Services, and Signal Systems, The McLean Group consists of Blackcomb Helicopters LP, Harbour Landing Construction, and Blanca Realty.

The McLean Employee Endowment (MGEE) is an employee led philanthropic effort supporting various charities within lower mainland and Sea to Sky area. Some donations we have made include organizations such as:

- Mom2Mom
- Sea to Sky Community Services
- Vancouver Rape Relief and Women's Shelter
- Out on Screen
- Project Limelight
- Indian Residential School Survivors Fund
- Variety Children's Charity

VFS currently employs approximately 60 full-time staff in security, operations, production services, IT technology, administration and management. It is the dedication to community, inclusion, and financial support that is foundation upon which VFS is built and we are proud that our employees follow by example. Our employees are actively engaged in community, whether it be volunteering for their favourite charity, coaching or mentoring young kids and teens, or participating in fundraising and charitable pursuits. We are also proud that our employees set an example for all, particularly in regards to inclusion, diversity and equity ideals and principles. For the coming year, we will continue toward bettering ourselves in our commitment to social equality, economic and financial sustainability, and environmental protection mandates and practices..



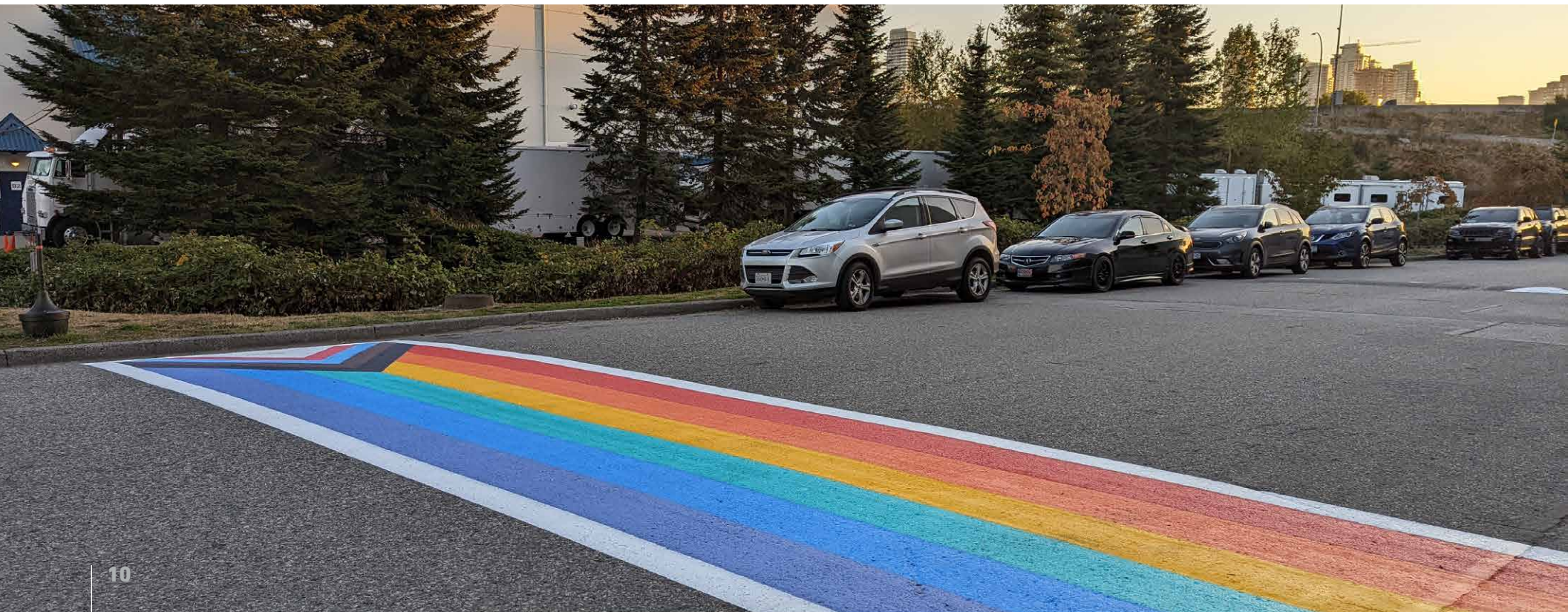
ABOUT OUR MOTIVATION & VALUES

At Vancouver Film Studios, being client-focused sets us apart - customer service has been an entrenched value from our very beginning. Each member of our team attends to every detail in ways that hope to exceed our customer's expectations and we work diligently to build a first-class experience.

We believe that customer service is not a department, it's an attitude. Our reputation is earned every single day by every single employee and we feel very good about the outcome. Each employee's contribution to maintaining this reputation is critical to the Company's ongoing success. We are committed to the constant improvement of our customer service procedures and we encourage feedback on how we

can improve their experience. We understand the job that our customers come here to do is a tough one. It makes the highest demands imaginable on both timelines and resources. Our objective is to provide every customer with the foundation of a smooth and well-managed experience which allows them to focus on the job they have come here to do.

The success or failure of our customers' experience rests on the shoulders of each and every employee. At Vancouver Film Studios we strive to be as supportive as possible of the team we have in place to deliver customer service. Keeping the well-being of the group as a top priority at all times helps ensure our customer service goals are met with each and every interaction.



OUR VALUES



COMMUNITY

We believe in engaged corporate citizenship and vigorously pursue opportunities that support the environmental and social health of our community.



HEALTH & SAFETY

We value the well-being of every individual and are committed to providing a workplace for our employees and customers that is healthy and safe.



EDUCATION

We are committed to lifelong learning, and offer our employees educational avenues that will improve their skills and increase the value and quality of our services.



ACCOUNTABILITY

We hold our vendors and suppliers to a high standard meeting our sustainability expectations.



RESPECT

We value positive change and respect the opinions, knowledge and experience of our customers and colleagues.



CLIENT FOCUSED

We know that going the extra mile for our customers makes the difference between a good operator and a great enterprise.



DIVERSITY & INCLUSION

We are constantly striving towards a diverse employee group that reflects the community in which we work and live.

OUR BUSINESS HIGHLIGHTS

VFS

15 
ACRES

Certified

Corporation


climatesmart
certified2022

450 
PARKING SPACES

16 
ELECTRIC CAR
CHARGING STATIONS

12%
OF STAFF TOOK JUSTICE,
EQUITY, DIVERSITY &
INCLUSION TRAINING

62
EMPLOYEES

60%
FEMALE SR. MANAGERS

100%
EMPLOYEES COMPLETED
TRAINING WHILE AT COMPANY

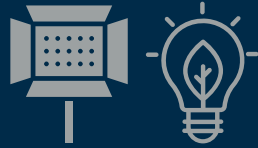

63% OF PBS EMPLOYEES
TRAINED IN FIRST AID

13 
PURPOSE BUILT
SOUND STAGES

100%
EMPLOYEES TRAINED
CARBON LITERACY

PBS

45%



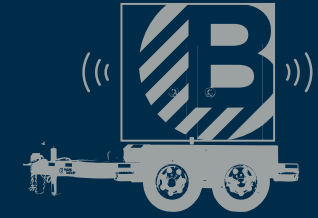
LIGHTING INVENTORY IS LED

- Investing in LED lighting, electric fleet
- **GOAL:** transition generators to hybrid models in future

10%



OF POWER SUPPLIED ON LOCATION IS ELECTRIC



100% OF GENERATORS HAVE REMOTE MONITORING TO HELP GATHER INFORMATION AND EDUCATE CUSTOMERS ON MORE EFFICIENT USAGE

SIGNAL SYSTEMS

1500+

2 WAY RADIOS

100+

TRUNK RADIOS

- Transitioned Signal radios to PBS umbrella

Intangible Resources: intellectual property assets, organizational assets, and reputational assets

OUR SUPPLY CHAIN

VFS remains committed to conducting business with suppliers and vendors who share our corporate responsibility and goals. However, this approach is not yet commonplace among many companies, and while we have made some progress, there is still much work to be done. In 2022, we made a concerted effort to be mindful of our business partnerships, prioritizing B Corp certified companies when feasible, especially for sourcing staff wear, uniforms, catering, gifts for clients and staff, and office products. We are now more confident in engaging our current vendors and suppliers to ensure they are aware of our practices.

Though there is still much to be done, our conversations with them are now more open and engaged, with many being receptive to our requests for reducing packaging, even if it means incurring higher shipping costs. In fact, one of our vendors made changes across the board to all their other customers after we discussed limiting excessive packaging in 2022. For 2023, our goal is to maintain these conversations with our suppliers and strive for continuous improvement. Having recertified with Climate Smart, we aim to establish a “code of conduct” to keep these initiatives at the forefront of our supplier relationships.



Our ongoing process will be based on the following:

AUDIT & INDEPENDENT ASSESSMENT

As new vendors come to us, we are asking what their sustainability practices are or if the product itself is sustainable, recyclable etc.

SUPPLIER ENGAGEMENT

Having open and honest conversations, changing their way of thinking, and pressuring them to consider more sustainable ways of business

SETTING TARGETS

Establishing a Supplier Code of Conduct – also a requirement of B Corp recertification

Our expectations of our Vendors:

- To conduct responsible business, incorporating respect for human rights
- Ensure they have sound and safe occupational and health practices
- Processes that improve protection of the environment



STILL CREEK PROJECT & BEES

Once considered one of the most polluted streams in the province, since its inception, VFS continues to make diligent efforts to clean up Still Creek, efforts of which resulted in the return of salmon to spawn for the first time in almost 100 years. Still Creek remains to be an incredibly fragile environment and dumping of waste and toxic product continues to be an issue. We are committed to the ongoing efforts of protecting this environment, including educating our customers on its importance to the eco-system, and supporting the bees that have called VFS home since 2021.

Bees are fundamental to our eco-system and their homes are constantly under threat due to city densification but as we all know, bees are hugely important to our environment as they are critical pollinators. Bees pollinate 70 of around 100 crops species that feed 90% of the world and in 2021, we welcomed the arrival of roughly 15,000 bees in two hives on our VFS lot! Initially, the

queens (named Thelma and Lou-bees) were put in their own pods with a few bees to start the “freeing” process. A hole was made in the queen pod, plugged with a marshmallow for the bees to eat to free her. Our bee keeper, Steven from East Van Bees, attends to the bees every 7 to 10 days during the warmer months. Their first year on the lot was a rocky one. One hive definitely thrived more than the other but in 2022 we were proud that both hives blew our expectations out of the water! They are happy and healthy and thanks to Steve at East Van Bees we harvested over 50 pounds of honey from our hives!

The bees have also brought awareness to the VFS Garden. VFS had East Van Bees hold two Beeducation Days for anyone on the studio lot, and it was highly successful in bringing customer awareness to both our community garden and Still Creek projects.





Vancouver Film Studios

3500 CORNETT ROAD



TRUTH AND RECONCILIATION

For Truth and Reconciliation Day in 2021, we challenged our staff to partake in the University of Alberta Indigenous Canada course, offered online through Coursera. We challenged them to complete this course by March 2022 and offered a prize incentive to those that did so. While we hoped we would have more staff participation, we were proud that 10 of our employees finished the course and thus were eligible for the prize! After careful consideration, and in wanting to have a prize reflective of the course material we asked them to participate in, we decided to award by lottery a two night stay for two to Spirit Ridge Resort in Osoyoos, a place nestled in the sacred land of Spirit Ridge in the Osoyoos Indian band. Included is an experience to the Nk'Mip Winery, the first Indigenous owned winery in North America as well as a tour of the Nk'Mip Desert Cultural Centre. The prize was awarded to CJ Skinner who has plans to fulfill this in July 2023. We are incredibly excited to hear about CJ's experiences and lessons she will take back from her time there!

In March 2022 we saw the roll out and implementation of the very first Indigenous Filmmakers Bursary offered by Vancouver Film Studios and Pacific Backlot. This bursary offered the winner \$5k in a monetary donation towards their project as well as in kind donations in the way of grip and lighting where available. We promoted the initiative on our social media and were thrilled to receive 9 applications. These projects varied from feature films to music videos. Each applicant provided us their idea, intent for the funds as well as any budgets or storyboards they currently had available. An employee led panel reviewed each application and it was unanimously decided that our 2022 winner would be Kira Doxtator and her beautiful project "A Poem for My Future". We were lucky enough to get Kira and her team to the studio and

hear a bit more about it in person. Currently her plan is to shoot in the spring of 2023 so we anticipate upon completion we will be able to share it with our staff and help promote her in any way we can. In 2023 we will once again offer this bursary to a young Indigenous filmmaker, and we are beyond excited to see what submissions we will receive!

One of our staff on the panel to decide the bursary, Antonio Hutchison, a Cree employee himself, came to us with an idea for a scholarship for status and non status holding Indigenous persons in need of financial support for continuing education programs. They connected us with an organization called Aged Out, a part of BC Adoption Services. As someone who has gone through the foster system, Hutch wanted to advocate for those who, once aged out of the system, have limited support and access to scholarships and bursaries for continuing their education, and many of these opportunities are only eligible for people until they reach another age cut off. As we continued to talk to Hutch about their experience, we decided to implement a scholarship program with Aged Out. These scholarships would be open to all status and non status holding Indigenous people who, at any age, need assistance to support further education towards their career goals. This can be for varying amounts and in varying industries, the point was to be able to provide that assistance and support in an accessible and non-restrictive way. Applications with Aged Out for the 2022 scholarships closed in December 2022 and we cannot wait to see the results of it in 2023 and hope this program is something we can continue with for years to come.



ABOUT OUR B CORP CERTIFICATION



B Corp certification is a rigorous and painstaking process requiring an evaluation of all business areas including but not limited to: governance, community, worker category (engagement, compensation, benefits, perks), finance, customers, and environment. Certification requires a company achieve 80+ points, which is something only 2% of companies manage to do their first try. To appreciate how tough it is to achieve 80 points, the median

score for most businesses who complete the evaluation is 50.9 points. However, VFS is proud to report that we achieved 84 points on our first try and were officially certified in February of 2021.

For those who do not know, what is a B Corp?

"A B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials". The "B" actually stands for "benefit" and B Corp includes the "B Lab", which is a network of individuals working for a movement of change. B Lab describes themselves as "a non-profit network transforming the global economy" and their values are to be inclusive and equitable.

As we continued our B Corp journey in 2022 we were really able to connect with our local B Corp Community! B Local Vancouver is a collection of over 154 B Corps from BC and Alberta and we are so proud to have been able through 2022 to attend various social gatherings and events to meet some of them! In July we had the pleasure to actually host one for the community on our lot! Over 50 people attended from various B Corps in the Lower Mainland and we really got to see how diverse this group is. As we begin to prepare ourselves for recertification in 2024, we will continue to look at the impact we make as an organization and how we can best improve ourselves not only for our customers but for our B Corp Community.



FINANCIAL SUSTAINABILITY

Our employees, ownership group and other stakeholders are relying on us to establish and maintain a solid financial foundation on which our other pillars of social and environmental sustainability can stand. It is critical to our ability to maintain both long and short term initiatives.

In May 2022 Netflix lost 65% of its value in 3 days, a whopping \$50 billion evaporated as investors became disillusioned with the company's race for market share at the perceived expense of profits. Other streamers followed suit, and the race was on for survival: how to balance the costs and benefits of catering to fickle audiences with an insatiable demand for content, in the face of rising costs and increased competition. It took the content establishment about 10 years to chase down Netflix, but when it

did, huge brand awareness, deep libraries and strong technical resources came with it. Streamers, networks and studios have all caught up to them - with some casualties along the way such as 21st Century Fox, Warner Bros. and Paramount to name a few - and the remainder are in a crowded space, dialing back their growth now too.

This presents challenges to our sector, but the goal for us is to not lose sight of how we became a market leader: excellence in the workplace, environmental sustainability, social engagement and employee focus. The goals listed below reflect our search for the optimal mix of company priorities in order to maintain the financial security that is so important going forward:

80%

EMPLOYEES WHO ACCESSED
HEALTH SPENDING ACCOUNT

\$1M

COMPLETED DONATION TO
VGH OVER THE LAST 5 YEARS

150 MWH

SOLAR POWER GENERATED

100%

UPTAKE ON INDIGENOUS
BURSARIES

55%

L/G UTILIZATION

100%

STAGE OCCUPANCY

ENVIRONMENTAL SUSTAINABILITY



#FilmCarbonNeutral

For our 2022 offsets, VFS decided to shift from our past participation with the Nature Conservancy of Canada and their Darkwoods program to support a myriad of projects under the protection of Climate Smart. As we renewed our Climate Smart certification this year, we became aware that they recently also began to offer the offset option. These programs include but are not limited to, the Renewable Energy Program in Turley with the Tatar Hydro Electricity Power Plant and IT asset reuse as a part of Canadian Based Waste Management.

REEL GREEN INITIATIVES:

2022 was the second year Reel Green did their Reel Earth Day Challenge. VFS donated \$5000 to the Challenge and 100% of the funds went to the Reel Earth Day projects, which are administered by the Pacific Parklands Foundation. The Challenge focuses on bringing awareness to productions about their impact on the environment when filming and the Earth Day projects raise money toward rehabilitation of those spaces. We look forward to being able to continue to support this project in the future.

MANDATORY COMPOSTING:

All workers and customers take part in composting, which turns organic matter into a sustainable solution for our gardens.

COMMUNITY GARDENS:

Beeducation has improved both employee and production staff awareness of our community garden. Unlike in 2021, in 2022 our bees thrived and by the end of the year we were able to harvest over 50 LBS of honey just from our 2 hives alone. We continue to see this honey by donation in support of our McGee Employee Endowment.

MANDATORY RECYCLING:

Recycling stations are set up throughout offices and sound stages to encourage productions to recycle plastic, metal, glass, tin, batteries, CFL and LED light bulbs, and ink cartridges.

EV CHARGING STATIONS:

These stations support and encourage electrical vehicle use.

SOLAR PANELS:

Solar panels were installed on the new sound stage. Since installation they have produced more than 136 mWh and have planted the equivalent of 1,600 trees.

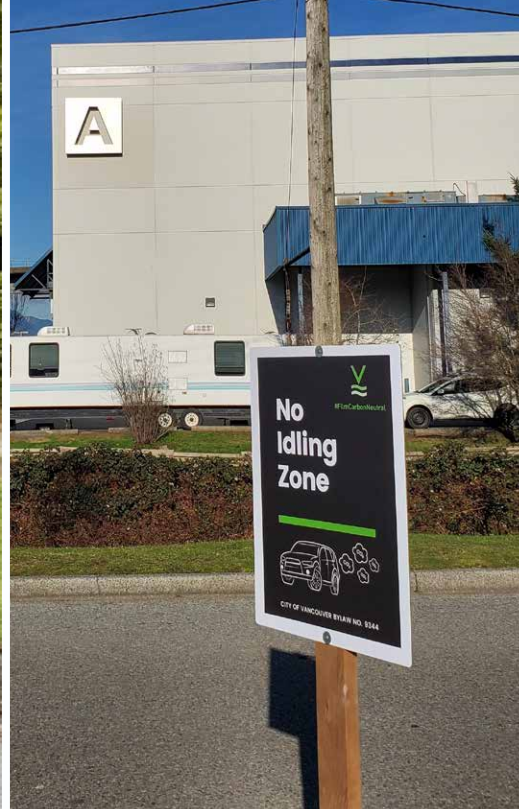
LED LIGHTING:

LED lights, lightbulb recycling and light switch sensors provide a complete energy-efficient solution for washrooms, offices and stages.

SUSTAINABILITY MEETINGS

In 2022, not only did we continue to meet internally with our Vancouver Film Studios Sustainability Committee with participation from VFS, PBS and Signal, we also began the process of meeting with Productions prior to shooting on our lot. Our team would meet with the Producers, Production Managers and key personnel responsible for sustainability on each show and discuss the initiatives and programs on the lot as well as expectations for them while they are with us. We provided resources where necessary and are very excited to keep this up for each new show that comes our way in the future.





ELKAY
EZ H₂O

Helped eliminate waste from
00011737
disposable plastic bottles

ELIMINATED
11,737+
DISPOSABLE PLASTIC BOTTLES




ENVIRONMENTAL MANAGEMENT PROGRAMS

Our in-house waste reduction and recycling program extends beyond municipal minimums in the following ways:

- **Grey Water:** ensuring customers, vendors, suppliers do not dump water into catch basins
- **Cigarette butt recycling:** waste is turned into plastic pallets for industrial use.
- **Composting** turns organic matter into a sustainable solution for our gardens.
- **Recycling stations** set up throughout offices and sound stages to encourage productions to recycle plastic, metal, glass, tin, batteries, CFL and LED light bulbs and ink cartridges.
- **Reusing, recycling or donating film set materials.** We participate in the Sustainable Lockup (an industry initiative to recycle sets and furniture).
- **E-waste collection program.**

- Forty yard roll-off bins provide access for **facility-wide cardboard recycling.**
- **Policy on single use items** for staff (i.e. water bottles)
- **We encourage bicycle commuting** with bicycle rooms, on site showers
- **Energy conservation:**
 - Policy on turning lights off when not in use.
 - All phones and computers go to sleep in the evening.
 - Occupancy light sensors in all washrooms that are high frequency use
 - Low voltage security equipment (cameras)
- **Education:** lunch and learns about sustainability

WE PARTNER WITH:



 **ARE YOU SURE YOU CAN'T RECYCLE THAT?**
Please help us avoid landfill waste.
Think before you use this bin!




Vancouver Film Studios
Canada's First Carbon Neutral Film Studios

BUILDING E & F

In 2021, Vancouver Film Studios became the first studio facility in Canada to build a LEED certified purpose-built sound stage. Additionally, the stage is accompanied with a four-story LEED certified production office as well. LEED, also known as leadership in energy and environmental design, is the most widely used green building rating system in the world. The LEED certification program assesses building design and construction in terms of energy efficiency, water usage, air quality, and choice of building materials as well as environmental factors such as access to public transportation and responsible land use.

One of the main features on the new LEED Certified Stage E is its roof top solar array, which is expected to produce approximately 143 thousand Kilowatt hours per year. The array is set up as a grid tie system where any production from solar will first be used in the stage and any extra energy will be back fed to BC Hydro. All data can be viewed real-time on a solar display and can be exported to create informative reports.

On Building F, we decided to go green and covered 85% of the roof with different varieties of succulents. These plants are well equipped to store water in their leaves and therefore grow perfectly under diverse weather conditions. Green roofs offer many advantages such as- helping absorb CO₂, encouraging biodiversity, retaining rainwater and helping regulate the buildings temperature.

At ground level, both buildings are surrounded by permeable pavers, Bioswales and strategic landscaping that uses native, non-invasive, drought-tolerant species and plants encouraging bird and insect populations. Permeable pavers and Bioswales both help manage the building's storm water runoff and reduce the volume of water going into the storm drains. Alternatively, both are also extremely beneficial in protecting surface water and local waterways from excessive pollution from stormwater runoff and work to remove pollutants through vegetation and the soil.

Inside, the offices are outfitted with energy efficient appliances, lighting and water saving fixtures to name a few but the most significant efficiency belongs to the Variable Refrigerant Volume air conditioning system or VRV. With multiple tenants and various temperatures this system redistributes excess heat from areas that require cooling to those that require heating resulting in a 30% energy savings compared to the usual dual duct systems. This building is also equipped with a dedicated recycling center to help tenants achieve zero waste goals along with a bike room and change rooms to support and encourage alternative transportation.

In July 2022, we welcomed customers currently on the lot as well as industry friends and potential clients to come and check out our new buildings We were so thankful to everyone who came to our Open House and enjoyed a drink and a snack from Aperitivo Food Truck! As a Certified B Crop, we feel responsible to lead the charge and set an example.





SOCIAL SUSTAINABILITY

THREE FACETS:



**Employee
Engagement**



**Community
Engagement**



**Wellness,
Health & Safety**

SOCIAL SUSTAINABILITY



Our Approach:

We are not satisfied with just being an employer. We want to extend the learning and experiences of our employees so they not only feel productive as employees, but they are also productive citizens in our community.

Culture:

Workplace culture is the character and personality of an organization - it is what makes the business unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes. It is now widely recognized that in addition to more concrete elements like ownership structure, access to capital and strategy, the health of an organization's culture is essential to its ability to thrive and endure.

At VFS, we believe we have a strong and positive workplace culture and we want to ensure we listen to every employee. Outside consultants conduct in-person interviews with employees, focusing on questions related to their employee experience. Questions include: "What keeps you committed to the work and the company?" or "When you really need a decision to be made, who do you go to and why?" We ask our employees for full honesty as we want to know the whole truth, including the good, the bad, and the ugly. Only by listening to everyone, can we grow together as an organization.



Celebrations & Social Events:

2022 was a year back in full force for us! We were able to host several events for staff, including one in April and our now annual Halloween party! It was no surprise our staff came dressed to impress with a variety of clever and creative outfits! We were able to celebrate several milestones of employment within the company. Congratulations are in order to Steven Robson, Jennifer Roe Emery and Gerry Rutherford who all celebrated 15 years with Vancouver Film Studios. 2022 was also the year that Gerry Rutherford, VP of Productions Services retired to spend some well-deserved time in Oaxaca enjoying the sunshine. If anyone knows Gerry, they know he is a man of upstanding morals and compassion, so when we wanted to throw him a retirement party, and he wanted to use the funds to donate to the Canadian Red Cross for their efforts to support Ukraine we obliged without question! Gerry will be well missed and we are so happy to have been able to have him as part of our VFS Family for the last 15 years.

This year, we decided to change up our usual client event held in Whistler in November to a Summer event which was held at the new tap & Barrel Bridges, on Granville Island. We opened the guest list to past and current clients as well as a few industry folks! The venue was gorgeous, and we were so happy to be able to welcome so many people to the biggest event we've held since our 20th anniversary party!





Training & Talent Development

VFS continues to invest in our employee training and talent development with almost 100% of our employees participating in some form of training or development in 2022. We believe that true performance development is only effective when it includes professional and personal goals and reviews include an Individual Performance Plan (IPP) where the manager and employee work together to identify objectives for the coming year. In 2022, our employees participated in a variety of courses including:

- Lift and forklift certifications
- Occupational First Aid Training
- College and University Courses
- Accounting Designation work
- Impact Assessments with Decade Impact
- One-line supervisory courses
- Diversity and Inclusion
- Carbon Literacy Certification
- Conferences and Professional Designation Update

Feedback

Each year VFS conducts an Employee Engagement Survey in an effort to get direct and anonymous feedback from our employee group. In 2022, 69% of employees completed the survey.

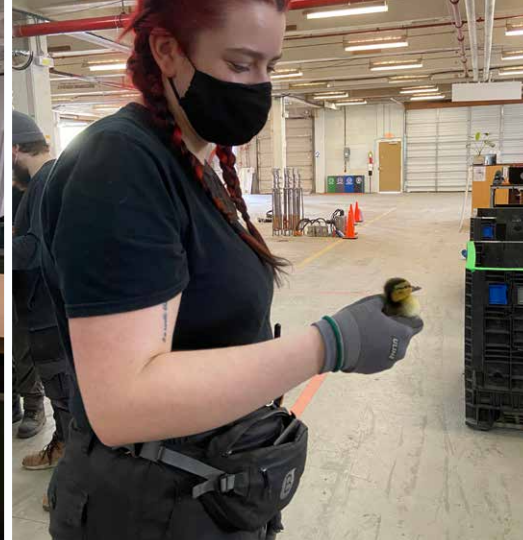
Responses included the following:

- On a scale of 1-10 for happiness at work, the average score was 7
- 79% of employees agree they feel valued and respected at work
- 65% would advise a friend to apply for a job at the company
- 58% strongly agreed that the company clearly communicates goals and strategies

Communication continues to be an area employees identify as needing improvement however in 2021 this number was 31% so we are happy to see an improvement!

Additionally, this year we sent out a customer survey to various local Production Managers and Producers. Some of the responses we received back were:

- 93% felt staff were good at following up and are easy to contact
- 85% said the environmental initiatives taken by VFS were important to them
- 79% agreed VFS provides great service and value
- 93% would recommend us to their colleagues





SOCIAL SUSTAINABILITY



- New Employee Training
- 100% employer paid extended health and dental benefits
- On-site gym
- Sport scholarships and sponsorships
- Promote bike or bus/train to work
- On-site showers and changerooms
- Mental wellness information sessions.



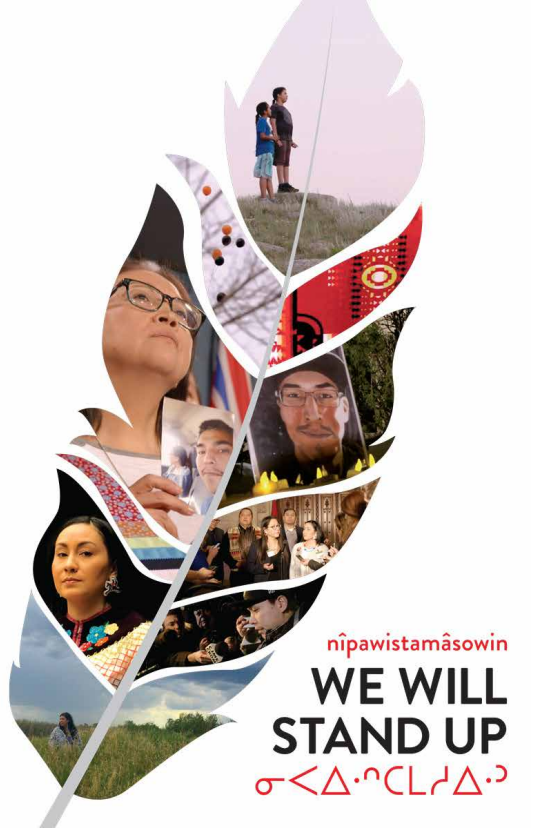
“nîpawistamâsowin: We Will Stand Up”. This film is a documentary by Tasha Hubbard following the aftermath of the murder of a young Cree man named Colten Bushie in 2016 in Manitoba. The film highlights discrimination, and racial prejudice in Canada’s judicial system as it follows the family and their pursuit of justice for Colten. As we did in 2021, this was not mandated but we had 65% of staff participate and engage in the discussion. Additionally, we were very proud to support the First Nations Education Foundation and Vancouver Aboriginal Friendship Society Centre with donations of \$1,800 each.

Giving back to our community also continued to be a major focus of our staff. This year we were proud to show our support by donating to: VFS provided monetary support to both the Vancouver Asian Film Festival and Vancouver Black Film Festival

- Take A Hike
- Vancouver Asian Film Festival
- Aunt Leah’s Tree Lot
- Templeton Secondary & Dream Big Productions
- Collingwood Neighbourhood House
- Teamsters Union Annual Charity Golf Tournament

Many employees took advantage of the Company’s two paid days off to volunteer, supporting Vancouver Food Bank, Reel Earth Day Challenge, Aunt Leah’s Place and Christmas Hampers from the VPD.

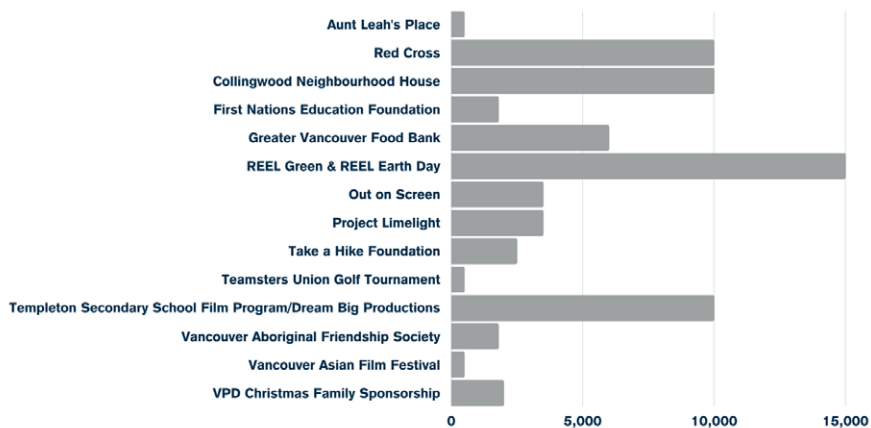




nīpawistamāowin
WE WILL STAND UP
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Vancouver Film Studios
 2022 Charitable Donations



A few of the events and organizations we support.



Keep Vancouver Spectacular adopt a block
 partnered with



LOOKING FORWARD

As another year comes to a close, we at Vancouver Film Studios and Pacific Backlot don't see any indication of a slow down on the horizon! There is more of a focus on content now more than ever and we are so excited, to work with our customers to create some truly amazing projects!

Internally, 2023 will bring forward a transition of ownership, something we have never embarked on before. For over 20 years now, the McLean family have been proud supporters of Vancouver Film Studios and all of our endeavours and it will be quite the change to no longer have them at the helm. However, while this change will be new and we don't quite yet know what it holds in store for us, we are thoroughly excited and plan to embrace this change the way we do all things at Vancouver Film Studios, as a unit, putting our employees, customers, and values first.

Goals for the coming year.

- Supplier code of conduct
- Continue to improve diversity and inclusion
- Successfully submit B Corp certification
- Emissions reduction strategy implementation



